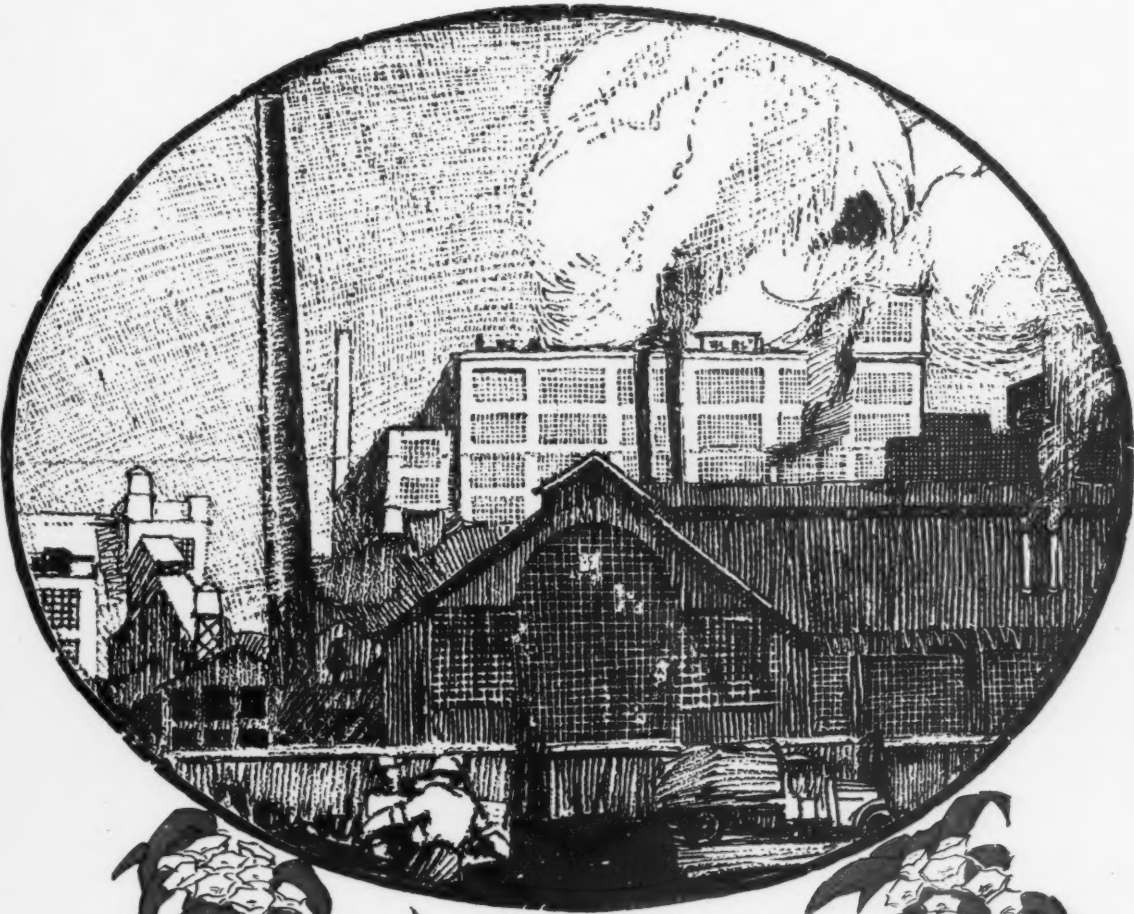


APRIL



CONNECTICUT INDUSTRY

PUBLISHED BY

The Manufacturers Association of Connecticut, Inc.

1926

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CONNECTICUT INDUSTRY

published by
The Manufacturers Association of Connecticut, Inc.

Phones 2-1157, 2-1158
EXECUTIVE OFFICES, 50 LEWIS ST., HARTFORD.
ANNA B. SANDS, EDITOR

VOL. IV

APRIL, 1926

No. 4

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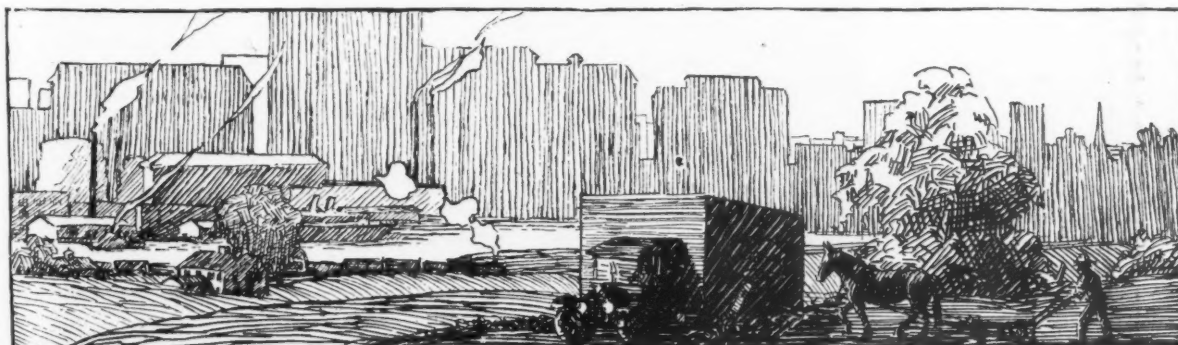
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A VICTORY OF FIRST IMPORTANCE

Connecticut newspapers of March 25th carried a single headline, back page, Associated Press item of thirty-two lines, which announced the defeat of the Gooding Bill in the United States Senate by a vote of 46 to 33. It is safe to say that comparatively few manufacturers read the announcement, and of those who did read it a minority recognized its importance.

The bill, which would have rendered illegal any exceptions by the Interstate Commerce Commission to the long and short haul clause of the Transportation Act, has been before Congress in one form or another for many years. It is but a phase of the forty-year fight to place New England manufacturers in a position which would render them unable to compete with manufacturers in other sections of the country. It is but an entering wedge which would make possible the establishment of rail rates on an absolute mileage basis. When rates are so based New England, being a producing and not a consuming territory, may as well "close up shop."

The defeat of the Gooding Bill is a tremendous victory for those who recognize the value of quantity production. Its passage would, probably, have meant the disruption of large industrial centers. Small industries would have sprung up in every community of any considerable population, for transportation would have been the controlling cost factor.

The Senators from Connecticut and the representatives of the manufacturers who attended every hearing, deserve the highest praise from those manufacturers whose very continued existence they made possible.

Edmund S. Howard

OCCUPATIONAL DISEASE AND THE WORKMAN'S COMPENSATION ACT OF CONNECTICUT

BY HOWELL CHENEY, Cheney Brothers

A Study of the Development of the Compensation Laws of Connecticut, with Particular Reference to the Question of Occupational Disease.

INTRODUCTION

THE following article has been prepared by Mr. Cheney for the Compensation Committee of the Manufacturers Association of Connecticut, of which he is a member, and represents a most valuable contribution to the studies of this subject, now being made by the Committee. It is being printed in Connecticut Industry at the Committee's request in order that all members of the Association may have an opportunity to understand the conditions which are prompting investigation and study.

ORIGIN OF THE FIRST ACT

THE Workman's Compensation Act of Connecticut was originally passed in 1913. Its enactment followed a long period of agitation which had resulted in a draw in the previous legislature between the forces of the various interests.

A commission appointed by the legislature of 1911 to study the question had brought in a very able report and suggested act, prepared by Talcott Russell and constructed upon the theory that the state was justified in exercising its police power to regulate the employment of individuals in so-called hazardous or dangerous occupations. The commission, which was composed of two lawyers and one manufacturer, had been in-

fluenced by the action of the Supreme Court of New York in rejecting the Workman's Compensation Act of that state. This act was mandatory in character and made no distinction between hazardous and non-hazardous occupations.

Following the rejection of the New York act an attempt had been made in that state to pass a so-called Elective Act, which was based upon the power of contract and attempted to accomplish by legal persuasion what it could not accomplish by direct compulsion, also legalizing the declaration of an employer who agreed to compensate his employee under a fixed scale of benefits, generally half pay, in case of injury arising out of and received in the course of employment. In order to bring this into general use the employer was given his choice on the one hand of adopting the fixed scale of compensation without regard to the fault of the employee, a fellow

workman, or the hazard of the industry, as against choosing not to offer such a scale of compensation, in which case the above common law defenses were taken away from him. The employee also could refuse the compensation plan but in so doing he was not deprived of any legal defenses, being allowed to plead them as in the past, provided he could show that the contract of employ-



HOWELL CHENEY

ment actually existed between himself and his employer and that the employer would have been liable under the old Employers' Liability law. This failed of enactment into law in New York and that state finally adopted an act based on the exercise of the police power to control hazardous employment. Connecticut, however, followed the elective principle which New York had rejected.

NEW LAW A SUCCESS

THIS form of so-called legal persuasion introduced, I believe, a new principle into our Connecticut law, and here, as was generally the case elsewhere, it applied only to those regularly employing five or more employees and was subject to certain other exceptions covering casual laborers.

This solution of the difficulty proved to be a very happy and a very practical one. It was universally accepted by all the large employers and by many of the small ones, representing in all more than 95% of the employees in Connecticut who were working in plants employing five or more. The effect was to enormously reduce legal expenses in connection with the settling of claims for accidents, substituting a new and fixed benefit which could be insured, in place of one to be determined by a jury, which could also be insured but which was subject to great variation and uncertainty.

SERVICE AND BENEFITS OF THE LAW

IN the early years of the application of the law and practically up until 1919, it is safe to say that on the whole it represented a positive economy to the employer as well as to the employee. The Connecticut law, in one very important aspect, was different from any state compensation law which had been passed up to that date in that it gave unlimited medical, hospital and surgical attendance during the whole period of disability, regardless of its length. In return for this it specified that the employer should have the selection of the physician. The waiting period at the start was fourteen days, but this has since been reduced by two amendments to seven days and if the injury extends over four weeks the compensation dates from the beginning of incapacity to work. The specific benefits given for total permanent disability and partial dismemberment have gradually increased until these have become a very important item in the cost. The possibilities of medical attendance have also markedly increased until it is the feeling of employers (whether it could be proved by facts

or not, I know not) that the doctors are now getting nearly as much out of the act as the lawyers did under the previous common law. In the last report of the Compensation Commissioner of Connecticut it is interesting to note that of the total awards made, \$2,156,547.51 was for medical and surgical expenses and \$2,927,486.60 for cash awards.

The Connecticut law, in marked distinction to the New York statute allowed for the filing of written agreements covering compensation between the employer and the employee. These agreements, when approved by the Compensation Commissioner and duly witnessed and filed, constituted a settlement in the case without any formal hearing. Something over 90% of the claims have as a rule been settled through these voluntary agreements. Another large percentage have been settled by the Compensation Commissioner and only a very small fraction, probably not 1%, have ever come to the attention of the Court on Appeals.

By 1915 Workman's Compensation laws had been passed by thirty-one states, and today they exist in some form in all but three states. It is doubtful whether any law in this state with such far-reaching effects upon employment has ever worked such general satisfaction to both the employer and the employee interests. It has also been a powerful lever towards the reduction of accidents for inasmuch as it made the burden so definite that it could be reasonably covered by insurance, a system grew up of credit rating by insurance carriers which reduced the risk theoretically in proportion to the elimination of unnecessary hazards. It is to be recalled, however, that notwithstanding very considerable progress along this line, the number of accidents in the ratio of the number injured to the hours they worked has probably not been reduced; while on account of the gradual building up and increasing of the total permanent disability benefits the amounts paid for the measure of severity, as it is called, have constantly tended to increase the actual cash benefits paid, while the medical expenses have very decidedly increased the total cost to the employers.

GROWING TENDENCY TO INCLUDE DISEASE

PROBABLY no serious questions would have arisen between employers and employees as to the wisdom or beneficence of the Workman's Compensation Act had not a situation gradually developed under amendments to the law and under judicial interpretation which have very much broadened its scope as regards dis-

ease. The study of this question cannot be approached without clearly understanding the original intent and purpose of the Workman's Compensation Act and what had been the history of its development in other states and countries.

As stated above, it grew out of the attempt to substitute for the average economic loss suffered, a decision by jury trial on the responsibility for the damage. Under the old organization of industry, when all trades were hand trades and when the employer worked in close contact with the employe and often at the same bench, it may have been generally practical to determine whether an injury was due to the negligence of the man who was injured, the negligence of a fellow employe, or whether it was a general hazard of the trade which a person knowingly accepted when he entered the trade. As industry grew and developed, processes became machine processes, gangs of ten or a hundred supplanted individuals and it became clearly impossible to arrive at any exact degree of justice by such legal methods. Industrial injuries moreover threw a burden upon the community which justly belonged to the manufacturer to transmit to the purchaser of his goods through the selling price. An infinite amount of bitterness as well as legal chicanery, grew out of this and the ambulance chaser and the quack lawyer as well as doctor became well-known figures in our petty courts and before the civil juries.

When the Connecticut Compensation Act attempted to remedy this failure of justice it clearly predicated the attempt upon the single endeavor to treat only cases of accidental external injuries arising out of and received during the course of employment, which directly resulted in incapacity without any considerable time intervening between the date of the injury and the resulting incapacity. England and Germany, which were the leaders in the class of this social legislation, had gone far along these lines, but coincident with this development had developed collateral branches of law to take care of diseases and sickness. Their compensation acts were devoted singly to accidental injury, happening at a given time and place, resulting in an immediate incapacity and traceable to an external cause. As the facts in regard to these injuries could clearly be established and the claims had to be presented within a year of the date of the accident itself, the resulting incapacity could be rather definitely measured by the physicians or surgeons to whom the cases were entrusted.

As a rule the development of Workman's Compensation legislation in the United States was not coincident with legislation governing sickness insurance. There were a few who clearly foresaw the complications that would arise, but generally speaking the legislatures were oblivious of the fact that just as definite an injury might possibly result from a disease gradually contracted in the course of employment as from an injury received at a definite time and place.

Just how far it was intended that Connecticut should go at the outset is not clear even now to those who actively and intimately took part in the securing of this legislation. It was quite clear, however, to those most interested in framing the law that there was no intention at the outset of including occupational disease as such. It was not anticipated either then or at the time of the amendment of the acts in 1915, or even as late as the amendments of 1919, that it was being thrown wide open so as to include every disease that might casually be connected with the occupation.

THE FIRST OCCUPATIONAL DISEASE CASE

THE general history of the undertaking in Connecticut and also its concurrent development in other states is very well stated by the Supreme Court in the case of *Miller vs. The American Steel and Wire Company*, which is the first case of occupational disease to be considered by the Connecticut Supreme Court. The opinion, in part, reads:

"Our Act was undoubtedly passed with full knowledge of other similar Acts of common purpose; and we have thus recognized the fact that these Workmen's Compensation Acts have arisen out of an industrial condition common to all manufacturing communities and in a broad sense were intended to remedy a mischief common to all. It is therefore of some, though not of controlling, importance to observe what has been the course of legislation in other states and countries with respect to including occupational disease in Workmen's Compensation Acts. From an examination of the abstracts of forty foreign Workmen's Compensation Acts . . . it appears that twenty-seven are on their face limited to injuries accidentally sustained, nine use the word injury without qualification and four expressly mention both injury and disease. Out of the twenty-seven countries whose Compensation Acts are limited to injuries accidentally sustained, it is noted that four have separate Acts providing for workmen's sickness insurance. In this country

... such Acts are in force in thirty-one states and two territories, and there is also an Act of Congress covering employes of the United States government. Of these Acts, twenty are expressly limited to accidental injuries; fourteen use the term 'personal injuries' without qualification, but of these four expressly exclude disease except as it results from injury. None of them expressly includes disease. Evidently, the general course of legislation abroad and in this country has been to deal with industrial accidents as a subject separate and distinct from occupational disease.

"Of the ten Acts in this country which do not on their face exclude occupational disease, two have been authoritatively construed to exclude it The California Act has received a similar administrative construction but on the other hand, the Massachusetts Act has been construed to include occupational diseases The Act of Congress has been similarly construed by the solicitor of the Department of Labor, reversing a former ruling on that subject Thus, among what may be called the doubtful states, the preponderance of opinion so far seems to be against importing occupational diseases into Workmen's Compensation Acts by the process of judicial construction.

"Turning now to the history of our own Act, the first affirmative action taken by the General Assembly was the passage of a resolution in 1911 providing for the appointment of a commission 'to investigate and report to the next session of the General Assembly upon the legality, advisability and practicability of establishing a state insurance department, or other form of state insurance, as a means of providing for workmen, and others injured through accidents occurring in industrial occupations.' The commission appointed pursuant to this resolution presented its report, entitled 'The Report of the Connecticut State Commission on Compensation for Industrial Accidents, to the General Assembly of 1913,' and the bill recommended by the commission was limited to compensation for 'personal injuries from any accident arising out of and in the course of his employment.' Several other bills, including one representing the views of the association of manufacturers, and another the views of the state federation of labor, were presented to the General Assembly. None of them made any reference to occupational disease, and in the course of many days of committee hearings reported and filed with the State Librarian, we find no reference to occu-

pational disease and none appears in the bill as finally adopted or in the amendments of 1915."

The facts in the case of *Miller vs. American Steel & Wire Company* presented no difficulty. It was a clear example of lead poisoning, which is a well recognized occupational disease. The Supreme Court, however, said, "The record does not present to us the question as to whether our Workmen's Compensation Act gives compensation for incapacity or death resulting from disease caused by accidental injury. This case presents the very different question of whether our compensation system includes occupational disease as well as industrial accidents."

Approaching the question of disease for the first time from the point of view of "occupational" disease distinctly, the court very reasonably argued that this elective compensation act allowed for a choice between the common law remedy for certain injuries and a fixed scale of compensation for a similar class of industrial injuries, it being the intent of the law to merely change the method of recovering to a more economic one. They argued, too, that the legislature had not intended to entirely alter the scope of disabilities for which an employer should be held responsible under the compensation theory.

OTHER CASES OF IMPORTANCE

THIS decision was rendered in April, 1916 and was followed that year by the case of *Hartz vs. the Hartford Faience Company* and a little later by *Saddlemire vs. The American Bridge Company*. These cases made it clear that the underlying philosophy of responsibility for compensation took no consideration of the state of health in which the man was found to be at the time of his injury. It considered only the fact of the injury and the resulting incapacity. The Supreme Court certainly felt that it had dismissed the question of occupational disease, though it had not yet approached the question of disease resulting from an injury itself. This latter condition was brought out in the *Hartz* case where the plaintiff was shown to have had a pre-existing hernia and the employer attempted to plead this as a bar to compensation. The court held that "compensation is not made to depend upon the condition of health of an employe or his freedom from liability to injury through constitutional weakness or latent tendency. It is the hazard of the employment acting upon the particular employe in his then condition of

(Continued on page 17)

ASSOCIATION ITEMS

NEW MEMBER

We take pleasure in announcing one new member this month, the Peerless Manufacturing Company of East Norwalk, manufacturers of centrifugal pumps and machine tools.

dustry. Numerous requests for more material have been received and the Association will be glad to send pamphlets or any other material desired to firms which are interested.

POLLUTION OF STREAMS

In accordance with its promise made to the Legislature last session, the Association has opened its records to the new Pollution of Streams Commission and the results of the exhaustive surveys which the Association has made in the past are therefore at the disposal of the State.

MEETING OF COAL COMMITTEE

A meeting of the Association's Coal Committee was held at the Hotel Bond on March 10, at which time arrangements were discussed for furthering the work which the organization has carried on in connection with securing supplies of suitable quality semi-bituminous coal for its members and their employes. Members will recall that the Association was instrumental in securing the establishment of the present temporary rates on low-volatile coal from West Virginia fields. It has now filed petition, in common with other New England organizations, to have the rates made permanent and has under consideration other measures to protect the interests of members of the Association which will probably be shortly taken before the Transportation Committee and the Board of Directors.

SIMPLIFIED PRACTICE

Much interest has been aroused in the bulletin on Simplified Practice, sent out with the March issue of *Connecticut In-*

EPOCHS IN HISTORY



TWO hundred and fifty-four years ago, the first post route in America was officially established when Governor Lovelace of New York decreed that mail should "goe monthly between New York and Boston."

In 1859, mail transported by rail to St. Joseph, Missouri, was carried to San Francisco by Pony Express in nine days, a truly marvelous exploit.

On March 18, 1926, Pilot George Myers of the Chicago-New York Overnight Air Mail Service, flew from Chicago to Hadley Field, New Jersey, a distance of 726 miles in four hours and thirty-five minutes.

The Colonial Air Transport, Inc., a Connecticut corporation will shortly open an air mail and express service between New York and Boston, connecting with other aerial lines for points beyond and supplementing New England's transportation facilities with the fastest type of service the world has ever known.

SURVEY OF HAT TRADE IN DANBURY

At the request of members of the Danbury Manufacturers Association a survey was recently made of the training problem in the hat industry of Danbury. Because of its interest to the general public, the results of the survey were made public in a statement issued by the Manufacturers Association of Connecticut which said in part:

"A survey of twenty-one hat manufacturing establishments of Danbury has been made to ascertain the number of skilled workers in each occupation, their ages, their average weekly earnings and the training now being carried on in the establishments. These twenty-one factories employ, exclusive of office help, 3,956 workers, 4,027 in the extremely busy season and 3,595 in the supposedly slack season. The off season

shows a falling off in employees of only 432. This ten per cent difference speaks well for the continuity of employment in Danbury. No serious layoffs have been experienced for the past three or four years. Of the 3,956 workers, 3,495 of them are skilled specialized workers. Table A shows their distribution in the various occupations. It will be seen by this table that the back shop employs 1,976 and the front shop, 1,519. In the front shop, 491 women are employed.

"Table B shows the number of foremen
(Continued on page 11)

INDUSTRIAL SERVICE

Tardiness Penalized to Reward the Punctual

Most schemes for discouraging avoidable tardiness stop at penalizing irregularity or putting a premium on punctuality. The Trumbull Electric Company, Plainville, manufacturers of electric equipment and protective devices, have gone a step further. By the terms of a plan inaugurated at that company several years ago, the fines imposed on tardy employes are distributed among those whose time-clock records are clear.

This is a novel solution of a knotty problem. The aggregate time lost through tardiness may run to serious proportions in a large plant and employers generally are not minded to ignore it. The moral effect is likewise an important consideration, and is no less serious because less tangible. Repeated tardiness consistently unchallenged eventually breeds indifference even among the habitually punctual, and the evil becomes cumulative in its effects.

Punctuality, like any other disciplinary requirement, is only a means to an end and the problem is to secure it without defeating its underlying purpose. Conceivably, a measure calculated to enforce it could operate to bring in its train evils worse than those it sought to overcome. For instance, inordinate emphasis placed on punctuality — of itself, and without regard to other considerations — might, with the number and variety of subterfuges available to every workman, foster questionable practices to satisfy the letter of the rule while nullifying the purposes back of it.

Discipline, moreover, although indispensable in every organization, is frequently misunderstood. The contentious state of mind which sees in it a gratuitous demonstration of authority is probably not encountered now so often as in another day, but it is not entirely absent; and insofar as mental attitude has a bearing on productive capacity, it must be reckoned with.

The plan in effect at the Trumbull Electric Company seems to have solved the difficulty nicely. The terms of the plan as laid down in the manual of shop rules provide that an employe who fails to register his time or registers late more than once in a week shall be fined one-half hour's pay at the regular day rate. Offending against both rules once in a week carries with it a like penalty and each successive tardy record or failure to register

is penalized in the same way. Up to this point the system does not differ in essentials from many others in effect elsewhere. The difference lies in the further stipulation that the fines thus imposed shall not go into the company treasury, but into a special fund, the proceeds of which are apportioned equally every three months among those employes who have maintained a perfect time-clock record during that period.

By this method the employe is offered a double incentive to punctuality — the desire to escape a very tangible penalty and the prospect of sharing in the fund made up of fines incurred by the dilatory. It will be noted that the first tardy record or failure to register goes unpenalized, but nevertheless the delinquent may not share in the fund. Transportation difficulties — more common possibly in plants located like this company in suburban districts — are recognized as more or less inevitable and do not subject employes regularly using trains or trolleys to the fine. They do bar him however from participating in the quarterly distribution. Finally the eligible participating class is strictly confined to such employes as would be subject to the fines.

The plan has been in operation for fifteen years and has given evidence of its worth. An executive of the company states that it has worked out along the lines of its original intent and has been effective in reducing tardiness. In the early days of its operation some objections were raised but whatever dissatisfaction there was has given way to a realization of the essential fairness of the system. The sums paid out under the plan in the last few years, while not large in the aggregate, have proved attractive enough to encourage punctuality — which after all was the motive behind its adoption.

Pat arrived at his brick-laying job one morning in a new pair of overalls which someone shortly discovered were not union made. The word reached the boss who told Pat that he must provide himself with a pair that bore the union label. Pat said little, but later in the day he disappeared. His absence was sufficiently prolonged to attract notice and when he re-appeared he was summoned again to the boss's office.

"What do you mean by being away like that? Where have you been all this time?" he was asked.

"Begorra," said Pat, "I needed a drink so I went to the Union Station."

FEDERAL TAXATION SERVICE BUREAU

REGULATIONS COVERING NON-RESIDENT ALIEN TAX

The Bureau of Internal Revenue has issued lengthy but important instructions in regard to release of alien's excess income tax, for the purpose of simplifying adjustments made necessary by the decreased rate of withholding under the law, and the decreased rate of normal tax on aliens resident of a contiguous country.

A full copy will be sent to any member desiring this on request of the Association offices.

COPIES OF REVENUE ACT SENT TO MEMBERS

Early in March the Association sent to each of its members a copy of the new Revenue Act in especially prepared form which it is hoped has been found to be a convenience and help. Under each section a comparison is given with the Acts of 1918, 1921 and 1924 which enables one to determine very quickly in what way any section has been changed this year and making it unnecessary to refer to old copies of previous laws. A few copies are still available and if any member failed to receive his or desires an extra copy, it will be gladly sent so long as the supply lasts.

HOUSE NAMES MEMBERS OF JOINT TAX COMMITTEE

Under the new Revenue Act a joint Committee on Internal Revenue Taxation is created to study methods of simplifying and improving the administration of tax laws and to keep in touch with activities of the Bureau of Internal Revenue.

The members must be chosen from the Senate Finance Committee and the House Ways and Means Committee, and the House has already selected its five ranking members.

IMPORTANT DECISION ON 1922 LAW

A decision which is expected to have a far-reaching effect has been handed down by Solicitor Gregg of the Bureau of Internal Revenue on a case involving the 1922 law. He has held that under certain conditions interest and taxes actually paid, with respect to unproductive property after January 1, 1924, may be capitalized under certain restrictions, chief of which is the requirement that the amount must not previously have been used for determining liability for filing returns, nor as deduction in computing net income. The full decision will be sent to any member requesting it.

ON OUR BOOKSHELVES THIS MONTH

"Mainsprings of Men": By Whiting Williams. Charles Scribner's Sons.

Mr. Williams' new book is the most readable and the most enjoyable study of the industrial relations problem that we have read in a long time. It is so human in its conception, so broad in its treatment that every executive charged with the management of men will read it and will want his assistants to read it.

There is no subject in which the whole world is so universally interested as a possible elimination of the rough spots that beset the pathway of a more complete understanding between employer and employee. Mr. Williams refers to a hod-carrier who was asked by a well-dressed stranger if he was interested in the "labor problem." "Is a man," he replied, "interested in a tack when he's sitting on the point of it?"

"Mainsprings of Men" is divided into three parts, "What the Worker Wants," "What All of Us Want" and "Finding What We Want in Our Work," and the subject is treated in a clear and consecutive style. When the book is closed and the last page turned,

every reader will find that something in it remains with him.

"Broad Silk Manufacture and the Tariff": Government report containing history of the development of the domestic industry, equipment and methods, labor, tariff, history, etc.

"Cost of Government in the United States": By the National Industrial Conference Board. A study of local, state and federal taxation, with special emphasis on the constantly rising expenditures of local and state governments. The report contains a voluminous amount of data arranged in tables and analyzed in the text. It is suggested that members who read this refer also to the address of Professor Fairchild's, printed in the January issue of *Connecticut Industry*, entitled "The Present Tax Situation."

"Proceedings of the Eighteenth Annual Conference of the National Tax Association": Contains among other important material, a summary of tax legislation passed by each of the various states during 1925.

LEGISLATION

Everything seems to point to an adjournment of Congress by June 1, without fail, and Representative Tilson, House Floor Leader, has indicated that there is a fair possibility of adjourning by the middle of May. The House schedule is well advanced and that body will be able to take immediate adjournment at practically any time.

TARIFF INVESTIGATION

Senator Robinson of Arkansas, author of the resolution to investigate the administration of Section 315, the flexible provision of the tariff law, has been named chairman of the committee charged with the investigation. Among the early witnesses to be summoned are Professor F. W. Taussig of Harvard University and Thomas Walker Page. The statement has been made that no final action will be taken until Congress has made a general revision of the tariff — something which cannot be done this session nor probably until after the next and short session.

AVIATION LEGISLATION

S. B. 41, the Bingham Bill for the regulation of civil aircraft development and use, has been favorably reported by the House Committee on Interstate and Foreign Commerce.

NEW GOODING BILL

Immediately upon the failure of the Senate to pass his long-and-short-haul bill, Senator Gooding introduced a new bill to prevent rail competition with inter-coastal boat lines, confining this to the Panama Canal.

FITZGERALD BILL BACK AGAIN

The Association interested itself last session in opposing a bill introduced by Representative Fitzgerald of Ohio which, if passed, would have established a monopolistic governmental insurance business in the District of Columbia. The bill has again been introduced by Mr. Fitzgerald as H. R. 487 and requires that all private employers in the District of Columbia shall contribute to a District of Columbia insurance fund to be administered by an especially formed commission.

METRIC SYSTEM

In Legislative Bulletin 182, sent out March 16, members were advised of the situation to date in connection with proposals to establish the metric system in the United States which the Association was opposing. The Association

was represented at the hearing on the bill on March 18, by Nathan B. Williams, associate counsel of the National Association of Manufacturers.

KENDALL ENVELOPE BILL

In the same bulletin it was also explained, in answer to numerous requests received from members, that the Kendall Bill, H. R. 4478, which proposed to do away with government stamped and printed envelopes had been tabled. This action was taken at the request of Representative Sproul of Illinois, who is chairman of the sub-committee from the House Post-Office Committee, which has the matter in charge. It has been proposed, however, that a similar bill be introduced in the Senate and members will be informed of any change.

BANKING BILL

Both House and Senate have passed the Pepper-McFadden bill, which permits states having income tax laws to tax shares and income of national banks on the same basis as state banks.

LABOR LEGISLATION

Representative Berger of Wisconsin has introduced H. R. 10387 which provides that the Government shall pension all wage earners in private life who are dependent on reaching the age of 60 and who have earned their own living for 20 years — the maximum pension would be \$8 a week.

Representative Berger has also introduced H. Res. 177, directing the House Committee on Interstate and Foreign Commerce to investigate the strike of textile workers at Passaic, N. J. Senator Edge, who received a telegram from Weisbord, strike leader, asking for an investigation, declined to reply, stating that he will not recognize outside agitators but will consider any communications which the real workers, their employers or other citizens of New Jersey may care to send to him.

In a telegram to Representative Segar, Mayor McGuire of Passaic said:

"The workers on strike have not been denied the exercise of the Constitutional rights and privileges as stated by Congressman Berger, but on the contrary have been given every protection and insurance. The strike agitators, pursuing a political theory contrary to that of the Government of the United States, are seeking notoriety for the purpose of furthering their beliefs and are causing highly colored and exaggerated stories to be given out with a view to enlisting aid for their cause."

ASSOCIATION ITEMS

(Continued from page 7)

and overseers grouped according to ages. With 51 out of 122 foremen and overseers in the 45-year-old and over group, it stands to reason that quite a number of young men must be annually trained for promotion. The boy with a general as well as a specialized knowledge of the business stands a much better chance to go higher than simply the specialist. This is another important reason for the encouragement of the hatters' school.

"Only 90 boys are classed as learners in these various shops. The union's published rules allow a ratio of 1 to 10, but the ratio as it is now is 1 to 39. Only 12 of the shops surveyed report any learners. Of these 12, 4 open shops report 41 learners and 8 union factories, 49. There is urgent need for more learners and there is plenty of opportunity for them.

"Table C shows the number of skilled workers according to occupations and ages. Of 3,490 in this group, 878 are 45 years of age or more. They represent twenty-five per cent of the total and the replacements needed in this group are large. A scientific analysis is being made by insurance tables to show the exact number of newly trained men needed annually to keep up the present force.

"The wage data collected from these twenty-one shops is as follows: Average weekly wage among highly productive workers, \$49 per week; average among less skilled workers, \$27 per week; general average \$38 per week. The weekly pay envelope of some workers has gone as high as \$97 per week. Under this scale of wages, Danbury workers deposited two million dollars in the savings banks last year.

"The factories covered estimate that from two to three hundred workers could be used immediately if they could be obtained. This

is a serious situation. The hat manufacturing industry is moving from other states into the southern part of Connecticut. Orange, N. J., formerly a hat-making center, has now lost many of its establishments. These large industries are attracted to southern Fairfield County because of its favorable labor supply and the opportunity to grow and expand unfettered by oppressive conditions. Their coming has seriously affected the supply of skilled men available and the future of Danbury. The prospective movement of this big industry to Connecticut depends largely on what the state can offer in the way of training facilities for the needed skilled mechanics."

A complete copy of this report will be sent to any member interested.

AIDS FORESTRY CAMPAIGN

President Hubbard and several prominent members of the Association, including Governor John H. Trumbull, F. S. Chase, president of the Chase Companies, Waterbury, and Newton C. Brainard, president of Case, Lockwood and Brainard, Hartford, have sent to Austin F. Hawes, State Forester, statements concerning the importance placed upon forest conservation by industrialists of Connecticut. These are in connection with the observation of National Forest Week, April 18-24, and Mr. Hubbard in his letter to Mr. Hawes, says, in part, "the importance of reforestation for these purposes (beautification and timber supply) is dwarfed by the absolute necessity of forest preservation and creation in the matter of hydro-electric power. Connecticut householders and industries cannot permit themselves to be dependent upon coal for heat and power for the future. The only universal substitute is hydro-electric power which can be generated only if stream flow is continuous and adequate and if channels are maintained. It is a sound prediction based upon scientific facts that if Connecticut hills are laid bare through deforestation the future of water power is doomed!"

MEETING OF CONNECTICUT COUNCIL

The first meeting of the Connecticut Council of the New England Conference was held in New Haven on March 17. Chairman E. Kent Hubbard presided and others present were Ernest E. Rogers, John M. Wadhams, Harry C. Knight, Richard T. Higgins, Joseph Alsop, Henry Trumbull, and Dudley Harmon, Executive Secretary of the New England Conference.

The meeting was most encouraging in the enthusiasm with which reports were received

from representatives of the Connecticut group who had attended meetings in Boston and Providence of the Conference committees on Power, Agriculture, and Recreational Resources.

George B. Chandler having resigned as secretary of the Connecticut Council, P. L. Gerety of the Industrial Association of the Lower Naugatuck Valley was elected to succeed him and will take office at once. Mr. Gerety is

(Continued on page 19)

INDUSTRIAL NEWS AROUND THE STATE

RIVERTON PAPER COMPANY RE-OPENS

The Trinity Bag and Paper Company of New York has taken over the Riverton Paper Company of Winsted and is operating it. The plant which had been closed for about five weeks will be conducted under the same local management.

O'HAYER GENERAL MANAGER OF NORTH & JUDD

Michael O'Hayer has become vice-president and general manager of the North and Judd Manufacturing Company of New Britain, succeeding Raymond H. Sullivan who resigned recently. Mr. O'Hayer has been with the company for twenty years, entering its employ in the traffic department and later advancing to the position of general superintendent.

RECOGNITION OF SERVICE

Seventy-seven employes of the Connecticut Light and Power Company were awarded service pins at a banquet held by the company recently in Waterbury. The presentation was made by Irvin W. Day, vice-president of the company and service of from five to thirty years was recognized.

The oldest employe in point of service was James Cleland, chief meter reader of the district who had been with the company since 1895. D. B. Neth, superintendent, received a twenty-five year service emblem and J. Henry Roraback, president, was awarded a twenty year emblem.

ANNUAL BANQUET OF BRIDGEPORT ASSOCIATION

The annual banquet of the Manufacturers Association of Bridgeport was held at the Stratfield Hotel, Bridgeport on March 29. President George S. Hawley acted as toastmaster and the speakers of the evening were Francis Harvey Green and W. Warren Giles.

OWEN VICE-PRESIDENT OF LANDERS

Herbert R. Owen, formerly manager of hardware sales of Landers, Frary & Clark, New Britain was elected a vice-president of the company at the annual meeting March 17.

CHENEYS WIN TRADE MARK PROTECTION

Cheney Brothers of South Manchester have obtained a decision against Alder, Incorporated of Chicago, in which the latter are permanently enjoined from selling goods under certain registered trade marks of Cheney

Brothers, which were not actually manufactured by that concern.

BUILDING NOTES

The Russell Manufacturing Company of Middletown will erect a new plant near the site of its present factory. The new building will be 120 feet by 36 feet, equipped in the most modern fashion and will be so constructed as to take care of smoke and gas absorption and elimination.

The Bead Chain Company of Bridgeport has been granted a permit to add a third floor to its present building to allow necessary expansion for manufacturing operations.

The Eagle Lock Company of Terryville has erected a five story addition to its plant, where shipping operations will be concentrated.

NEW COLUMBIA PHONOGRAPH

The Columbia Phonograph Company of Bridgeport is concluding experimental work on a new machine which will be put on the market shortly. A number of radical changes have been made in the construction which will accomplish unusual reproduction of very low tones and eliminate surface noises.

REMINGTON ARMS COMPANY WINS PATENT SUIT

The New York State Court of Appeals has handed down a decision favorable to the Remington Arms Company of Bridgeport in a case brought against it by the National Cash Register Company. Litigation was commenced in 1921 shortly after the Remington Company commenced to manufacture cash registers and decisions favorable to the Connecticut concern have been rendered in all suits.

DANBURY NEWS

Frederick D. Tweedy, head of F. D. Tweedy and Company and one of Danbury's most prominent manufacturers and citizens, died on March 17 after an illness of several months. In January Mr. Tweedy went to the West Indies, hoping to regain his health, but he failed steadily after his return. For many years Mr. Tweedy was active in manufacturing affairs and his loss will be keenly felt in all parts of the state.

The H. R. Hoyt Company, hat manufacturers, have moved into new quarters on Greenwood Avenue, formerly occupied by the Short Hat Company. The plant has been overhauled and new equipment installed.

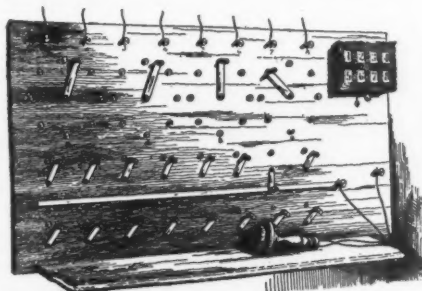
The No-Name Hat Company, formerly of Orange, New Jersey, has announced the re-

removal of its plant to Danbury.

The former von Gal hat factory has been purchased by George A. McLachlan of the George A. McLachlan Hat Company and will be used for the manufacture of ladies' hats.

THE FIRST TELEPHONE SWITCHBOARD

New England not only had the first postal route in America, referred to on page seven, but New Haven, Connecticut, possessed the first commercial telephone switchboard in the world. The first telephone in the world was put in operation March 10, 1876, just fifty years ago, and in 1878 the first commercial board was installed in New Haven, connecting eight subscribers.



THE FIRST TELEPHONE SWITCHBOARD

NEW HAT COMPANY FOR BRIDGEPORT

The James J. Desmond Hat Company, Inc. has leased space in the West End factory of the Columbia Phonograph Company, and will begin the manufacture of straw hats there on about May 1. Mr. Desmond was formerly superintendent of the Crofut and Knapp factory.

PUBLIC UTILITY SELLS STOCK TO EMPLOYEES

The Connecticut Light & Power Company has offered to its employees a portion of its preferred stock at \$102 a share to be paid for on a weekly basis if so desired.

PROMOTIONS AT BRIDGEPORT BRASS

Warren D. Blatz, general sales manager and Walter R. Clark, general works manager, were recently elected to the board of directors of the Bridgeport Brass Company.

STANLEY WORKS BUY PLANT IN GERMANY

The Stanley Works of New Britain have purchased a plant at Velbert, Germany, from Frederick Carl Vom Bruck. The purchase was made, according to a statement by Clarence F. Bennett, president of the company, to permit the manufacture in Europe, under European conditions, of goods to compete with European products. The new factory will be used only to produce goods for foreign markets and the present production of the New Britain plant will be absorbed by the domestic market.

John C. Cairns of Waterbury is now in charge of operations at the plant where 250

men are at the present time employed. The capacity of the factory is about 500 and the plant itself, located on a tract of about 30 acres, contains 200,000 square feet of floor space.

NEW ENGLAND MILLS BUY BALTIC PLANT

The New England Mills Company of Norwich has purchased the Donahoe woolen mill at Baltic, consisting of two brick buildings containing in all approximately 53,000 square feet and housing 85 looms.

YALE & TOWNE BUILDING LOANS

John Williams, Director of Industrial Relations of the Yale & Towne Manufacturing Company has announced that to date over \$1,000,000 has been loaned by the company to its employees for home building purposes.

The project was first undertaken in 1919 and since that time two hundred and fifty families have been aided in securing their own homes. Of these one hundred and nineteen built new houses and the total appraised value of all the property on which money has been advanced is \$1,800,000.

LONG ISLAND CONCERN MOVES TO CONNECTICUT

The Hemco Electrical Manufacturing Company formerly of Long Island City is moving to Bridgeport to occupy the former Yost typewriter plant. The company manufactures moulded electrical supplies and determined upon Bridgeport after about a year's investigation of possible sites.

PIERSON WINS FIRST PRIZE

A. N. Pierson, Inc. of Cromwell, a member of the Association and one of the largest horticulturist establishments in the country, won first honors at the recent International Flower Show in New York. A cash prize of \$1,000 was included in the award and the second prize of \$800 went also to a Connecticut concern.

THE ARTICLE IN THIS NUMBER BY MR. CHENEY IS OF SUCH IMPORTANCE THAT WE HOPE IT WILL BE CAREFULLY STUDIED BY ALL MEMBERS OF THE ASSOCIATION.

TRANSPORTATION

EASTERN CLASS RATE INVESTIGATION

The Eastern Class Rate Investigation has been assigned for further hearing beginning April 26. Rebuttal testimony will then be taken from the trunk line, central and New England carriers in the order named.

DECISION ON COTTON PIECE GOODS RATES

Members who manufacture cotton piece goods have been advised by the Association of the rejection by the Official Classification Committee of proposals to increase rates on cotton piece goods going to Official Classification territory.

Notice of this proposal was sent by the Association to all interested members on January 9 and the Association appeared in their behalf at the hearing held in New York on January 14.

FIBREBOARD BOX REQUIREMENTS

The carriers' Classification Committees have reached an agreement in regard to requirements covering the marking of fibreboard boxes to show contents. The next supplement to Consolidated Classification No. 4 will amend Sec. 8 (b) of Rule 41 which now states "Boxes must also show description of contents" to read as follows: "When used for less carload shipments, boxes that do not show description of contents must be marked with an identifying symbol or number and the identifying symbol or number must be shown on shipping order and bill of lading."

NEW HAVEN ROAD WINS CLAIM

The United States Supreme Court has handed down a decision favorable to New England transportation agencies in connection with claims for reimbursement by the carriers for transportation of "troop impedimenta" to and from the Mexican border in 1916 and 1917. Under the decision the government must pay \$17,000 to the New Haven Road, the New England Steamship Company and the Central New England Railroad.

BUS OWNERS TO HELP CLEAR ROADS

The Public Utilities Commission has advised motor bus owners that they will be expected to help maintain their schedules by assisting in clearing highways blocked by snow. In the letter which was addressed to the owners and which resulted from a study of conditions prevailing as a result of the severe storms of February 4 and 10 when bus operations were discontinued for some time, the Commission said:

"Certificates of public convenience and necessity for bus operations contemplate an uninterrupted service for the convenience of the riding public. The acceptance of a certificate places the responsibility of maintaining schedules upon certificate owners. Therefore, holders of certificates should be prepared to assist to keep open the highways and streets over which busses operate, and for that purpose should either possess the necessary equipment to do the work or otherwise arrange to have such work accomplished."

POSSIBILITY OF THROUGH RATES TO TERRITORY WEST OF MISSISSIPPI RIVER AND EAST OF ROCKY MOUNTAINS

By means of Traffic Bulletin No. 293, dated June 19, 1925, members were advised that a petition had been filed with the Interstate Commerce Commission (ICC 16226) for the establishment of through class rates from Eastern Defined Territory to Missouri River Territory — the territory west of the Mississippi and east of the Rocky Mountains.

The Association has received notice that a hearing will be held at Omaha within a short time and if sufficient interest in the case is manifested by eastern concerns shipping to the territory affected, it may be possible to secure a hearing in New York. The Traffic Committee, therefore, urges you to advise it as to the importance of the case to you and, if possible, to arrange to send a representative to the proposed hearing.

In view of the numerous bills now before Congress, which, if passed, would affect western rates and would partly nullify the use of the Panama Canal, it is extremely important that Connecticut shippers grasp every opportunity to secure favorable rates to the territory west of the Mississippi River.

If members are not familiar with the petition, full details may be secured from the Association.

RATES DENIED

In March 1924 the Association appeared before the Interstate Commerce Commission in opposition to application of mid-western interests for a reduction in their rates from Chicago and mid-western points to the Pacific Coast.

The case was known as Fourth Section Application No. 12436, and the application has been denied by the Commission in a decision rendered March 13.

"Manufacturers By Necessity!"

THE Colonial Air Transport Inc., as such, is not primarily interested in the promotion of aviation. It is, however, vitally interested in providing for New England the most adequate means of transportation available.



The Transport Plane of Today

Powered with three air-cooled radial motors, totalling 600 H. P., this ship can be navigated through any weather, night or day, at a cruising speed of over 100 miles per hour, carrying a pay load of approximately three-quarters of a ton.

IT has been aptly said that "the Yankee is a farmer by instinct, a fisherman by temperament and a manufacturer by necessity." That the Connecticut Yankee is a "manufacturer by necessity" becomes quite apparent when we consider how distant are all the sources of raw materials which are used by the New England manufacturer and how equally remote are the markets for his finished product. In fact, it is these circumstances which are causing the rapid movement of the center of manufacturing further and further to the West.

TRANSPORTATION is the backbone of our modern civilization. It is particularly vital to the New England manufacturer, for without it his very existence would be in jeopardy; without it he could not compete successfully, either in servicing or marketing his products, with the Westerner whose plant is located within a stone's throw of his raw materials and market.

COLONIAL AIR TRANSPORT, Inc.

A CONNECTICUT CORPORATION

Boston
Park Square Bldg.

Hartford
75 Pearl Street

New York
120 Broadway

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W. IRVING BULLARD, Pres.	and Managing Director
LEONARD S. HORNER, V. P.	L. L. ODELL, Sec'y.
SHERMAN M. FAIRCHILD, V. P.	TALBOT O. FREEMAN, Treas.
HARRIS WHITTEMORE, JR., V. P.	ROBERT G. THACH, Att'y.

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The Officers and the following:

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STANLEY H. BULLARD	WILLIAM A. ROCKEFELLER
HOWARD COONLEY	LOBILLARD SPENCER
DUTEE WILCOX FLINT	DONALD S. TUTTLE
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The Cream of New River Coal

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RIVER

**Note the Lumps! THEN CONSIDER ANALYSIS,
and the extraordinary uniformity of this coal.**

Three Years Ago	
Barge "MATAGORDA"	November 11, 1922
Volatile	26.73
Carbon	69.75
Ash	<u>3.52</u>
Sulphur	0.62
B. T. U.	15125

Made by Perry Barker Laboratories

Barge "CUMBERLAND"	November 21, 1923
Volatile	24.54
Fixed Carbon	71.19
Ash	<u>4.27</u>
Sulphur65
B. T. U.	15045

Made by Henry Souther Engineering Co.

Two Years Ago	
Barge "JAMES HOWARD"	March 21, 1924
Moisture25
Volatile	23.73
Fixed Carbon	71.42
Ash	<u>4.60</u>
Sulphur93
B. T. U.	15005

Barge "PORTSMOUTH"	November 21, 1925
Volatile	25.21
Fixed Carbon	71.41
Ash	<u>3.38</u>
Sulphur sep. det'd	0.76
B. T. U.	15158

Made by Perry Barker Laboratories

CARLOAD DELIVERIES FOR

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TURK'S HEAD
COAL COMPANY
PROVIDENCE, R. I.

OCCUPATIONAL DISEASE

(Continued from page 6)

health, and not what that hazard would be if acting upon a healthy employe or upon an average employe." In this decision the court was following the well developed thought of the English cases affecting accidents, namely, that the acceleration or aggravation of a pre-existing ailment may be a personal injury under the Act. This Hartz case presented for the first time the question of the aggravation of an injury of a pre-existing ailment and undoubtedly the decision exerted a powerful influence in later amendments which attempted in some measure to relieve the employer of a responsibility for the whole incapacity when it had been influenced by a pre-existing disability.

It is important to notice that in the first important case which came before the Supreme Court, that of Miller vs. The American Steel and Wire Company, which concerned itself directly with the question of occupational disease, Justice Wheeler wrote a dissenting opinion. This is an exhaustive study, carefully and vigorously thought out, and consists largely of a consideration of the meaning of the term "injury," and an attempt to construe this term broadly as including disease when it arises out of employment. Other members of the Court had based their opinion more on the question of public policy and the intention of the legislature. In transferring the legal responsibility for injury from the principle of a common law liability to that of an automatic compensation, the Court's decision looked toward keeping it within practically the same scope as before. Justice Wheeler clearly faced the question of a much broader intent, and based his opinion in part upon the omission of the words "by accident" in connection with "injury," which had occurred in the English statutes and in the legislations of some of the other states. He contended that the use of the word "injury" not modified by other phrases such as "by accident" intended to cover any injury which might directly be shown to arise out of and occur during the course of employment.

In the case of Linnane vs. The Aetna Brewing Company, which the Supreme Court decided in the latter part of 1916, the Court was considering a case of pneumonia which unquestionably arose out of exposure and fatigue due to the employment, and hence arose out

of and occurred during the course of employment. The court decided that this could not be considered injury under the act because it could not be located in time and place, adding that "mere exhaustion is not a disease, because exhaustion, though actually incurred, is not of itself a *localized* bodily injury since it may or may not result either in a bodily injury or in a disease." An injury was defined as "a localized abnormal condition of a living body directly and contemporaneously caused by accident," and an accident was defined as "an unlooked for mishap or an untoward event or condition not expected. The occurrence of an accident and an injury is a condition precedent to the establishment of an injury."

A CLEARER INTERPRETATION OF THE
LAW RESULTS

THE result of these three important decisions was to clarify interpretation of the act so that it had come to be administered with the following understandings:

1. That disease as such did not come under the act.
2. That an injury under the act must be localized and be directly and contemporaneously caused by an accident.
3. That a pre-existing disability or disease was not a bar to recovery, and that the effect of the injury must be considered regardless of the condition of health of the man at the time of disability.
4. That an injury which arose out of and occurred in the course of employment which could not be localized as to its effect, nor directly and contemporaneously connected with an accident, could not be made the basis of a claim.

These rulings were in line with a consistent policy, both economic and social. They sought to hold the employer responsible rather narrowly for the same class of injury that he would have been held responsible for under the old Employers' Liability system, but they changed the method of making awards and brought an enormous number of injuries under the Act which had never been compensated under the Employers' Liability system.

To the employers the act was giving satisfaction except in two respects. There were undoubtedly false claims brought because of hernias and injuries to the back. These appeared to be localized and the injured person could establish a chain of evidence showing that they had occurred at a definite time and

(Continued on page 19)

it's
BITUMINOUS
VICTOR
COAL
cleaner!

Victor Steam Coal is produced in the Central Pennsylvania field, from mines in Clearfield, Cambria and Indiana Counties on the lines of the New York Central, Cambria and Indiana and Pennsylvania Railroads. Tidewater deliveries at Canton Piers, Baltimore, Md., Port Richmond and Greenwich Piers, Philadelphia, Pa., Port Reading, South Amboy, Elizabethport, Port Liberty and Pier 18, Jersey City, New York Harbor.

The Pneumo-Gravity Process

puts coal cleaning in the "mechanical operation" class, and takes it out of the fell grip of the human factor, with all its wasteful failings.

What's the result? Better, cleaner, more uniformly prepared coal, coming through to your storage yard and your hoppers without sensible variation in B.T.U. content—with as nearly absolute uniformity as Nature will permit, and with far higher elimination of impurities than is commercially possible with hand picking. No water is used in this process, either—no excess freight charges, nor freezing troubles in winter.

Try a single car of VICTOR COAL—then check up on results.

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NORTH AMERICAN BLDG., PHILADELPHIA, PA.

Operating Offices: ST. BENEDICT, PA., Cambria County

OCCUPATIONAL DISEASE

(Continued from page 17)

place by false testimony. No doctor, no compensation commissioner and no rigidity in the inspection by employers could prevent this, nor could they stop a man drifting into Connecticut with pre-existing hernia or injury to the back and ultimately being compensated for it here.

(In the second and concluding installment of his article, Mr. Cheney will tell next month of amendments to and changes in the law which have come about since 1919.)

SOME FACTS ABOUT NEW ENGLAND

Farm Figures

One hundred and forty-four thousand, nine hundred sixty-two farms in New England, or 91.1%, are operated by their owners and only 8.9% are in the hands of tenant farmers, according to an agricultural survey conducted by the American Research Foundation. Only 4.4% of the Maine farms are managed by tenants, the lowest average for the United States. Georgia has the highest average, or 67.1%. Income of American farmers has increased 38% during the past ten years, the survey also states.

Yankee Ingenuity

One patent out of every thirty-two is issued to a Connecticut resident. Last year, for the entire United States, one patent was issued for every 2,646 persons, but in Connecticut one patent was issued for every 1,082 persons, the state leading all others. So Munn & Company have discovered and they add:

"While the fact that Connecticut is a manufacturing state is one of the main causes of the ingenuity of its residents, it is not the entire explanation. The cause for the inventive genius of the sons of Connecticut seems to lie in Connecticut's history. The state was built up by sturdy pioneers who found it necessary to couple brain with brawn in order to wrest a living from the stubborn soil. Ingenuity became a deeply ingrained characteristic of the people — a characteristic which has been handed down to father and son to this day and has even been passed on to the natives of foreign countries who go to Connecticut to make a living."

CONNECTICUT COUNCIL

(Continued from page 11)

also chairman of the Connecticut Industrial Council, an informal organization of local industrial associations throughout the state, whose executives meet about once a month as guests of the Manufacturers' Association of Connecticut.

The Connecticut Council of the New England Conference was represented at a meeting of the Conference held in Portland, Maine, on March 26, by Ernest Rogers, John M. Wadhams, Henry Trumbull and Anna B. Sands. About fifty delegates attended from all the New England states and the sessions were presided over by John S. Lawrence, president of the Council.

Important action was taken in accepting the report of the Research Committee of which A. Lincoln Filene of Boston is chairman. The report recommended that a survey be undertaken of New England's resources in coöperation with the United States Department of Commerce and the Council in approving this, and appropriating funds for it, took, it was felt, a constructive forward step towards ascertaining the efficiency or lack of efficiency, if such exists, in the manufacturing and marketing of New England products.

E. O. Goss, of Connecticut, chairman of the Council's Power Committee, was unable to be present but the recommendations of his committee were accepted and caused considerable interest in Maine because of the policy of that state in forbidding the export of power generated within the state's borders.

The resolution presented by the committee and accepted by the Council was as follows:

Resolved: That the New England Council considers that the following objectives in relation to power are desirable for New England:

1. The most economical distribution of power throughout New England at the lowest possible rates consistent with good service.
2. Maximum utilization of all water powers and interconnections for economy and the protection of all interests.
3. Reasonable regulation that will adequately protect the public interest and permit and encourage the healthy growth of the industry.

SALES EXCHANGE

In this department members may list without charge any new or used equipment or supplies. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

FOR SALE

Steel and Zinc as follows:

- 8000 lbs. C. R. S. Strips, dead soft $3\frac{3}{4}$ " x .100 8' lengths.
- 20000 lbs. C. R. S. strips, 5-3/16 x .010 coil, 16" I. D.
- 18000 lbs. #9 Sheet Zinc $34\frac{1}{2}$ " x 84" Sheets.

Address S. E. 145.

Miscellaneous machinery as follows:

- 1—New Britain Machine Co.'s Floor Press #20.
- 1—New Britain Machine Co.'s Floor Press #2585.
- 1—Adams Bros.' Power Cutting Press.
- 1—Prentiss Shaper 12" Stroke, with Countershaft.
- 1—Juengst & Sons' Shaper 14" Stroke, no Countershaft.
- 1—Lodge & Davis Shaper 14" Stroke, with Countershaft.
- 1—Juengst & Sons' Shaper 16" Stroke, no Countershaft.
- 1—F. R. Chrurg Machine Co.'s shaper 12" Stroke, no Countershaft.
- 1—Diamond Machine Co.'s #4 Wet Grinder (Will take 14" Wheel).
- 1—W. B. Douglas C. I. Grind Stone Frame (Will take 22" Stone).
- 1—E. J. Manville #40 Bench Press.
- 1—Henry & Wright #931 Drill Press (Will Drill to center of 14" circle).
- 1—Stiles & Parker #11 Floor Press.
- 1—E. W. Bliss #11 Power Press.
- 1—#76 American Gas Forge.
- 2—Iron Blacksmith's Forges.

Miscellaneous Plating Tanks and Equipment. 1 motor generator to be used for plating dynamo, built by the Eager Electric Co., 6 volts, 4000 amperes, 600 R. P. M. the motor of which is a 40 H. P., 440 volt, 3 phase, 60 cycle, and which has never been used, is offered for sale. This machine is new and complete with exciter, motor

and generator, being on one heavy base, and can be purchased at a considerable saving.

Address S. E. 146.

- 1—G. E. Multipolar Generator, Type MP #21179, Class 6-60-280, Form F. Volts, no load, 118, full load, 123, Amps. 488, Speed 280, rated capacity 60 K. W.
At present directly connected to an Atlas Slide Valve Engine 12 x 14; will sell entire outfit for \$150.00 as is.
- 1—G. E. Generator, 125 Volts D. C., Type MP #2965, Class 4, Form A, Amps. 280, R. P. M. 975, volts, no load, 117, full load, 125, with ways, rated capacity 35 K. W. Willing to sell for \$110.00.
- 1—Sprague Electric D. C. Generator Type 4 Poles, K. W. 17.25, R. P. M. 715, Amps. 150, Volts 115, #1014 L, with ways and motor pulley. Willing to sell for \$70.00.

Large list of small 110 volt D. C. Motors, that is, mostly $1\frac{1}{4}$, $\frac{1}{2}$, to 1 H. P., and 550 volt D. C. Motors, largely 5 H. P. and up. List will be sent on request.

Address S. E. 149.

WANTED TO BUY

Electro gold plating outfit, suitable for small work.
Address S. E. 147.

An air compressor and blower, of 50 pound pressure provided with half a dozen outlets, and including pumps.
Address S. E. 148.

PROPERTY FOR SALE

5. Two story brick factory 10,000 square feet floor space on lot 126' by 300'. Located in favorable manufacturing section of New Haven. Can be purchased or leased at a low figure.

EMPLOYMENT SERVICE

This department is open to all members without charge. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

INDUSTRIAL NURSE—Young lady, age 33, nine years' experience in industrial nursing in Connecticut, wishes to connect with manufacturing concern.
Address P. W. 203.

PRODUCTION MANAGER—Age 34, married. Has specialized for fifteen years in industrial management, part of the time under direction of prominent New York engineer. Familiar with this work from preliminary research to actual management of factory and office. Address P. W. 204.

MANUFACTURING EXECUTIVE—Age 38, married. Yale graduate. Chief mining engineer and geologist for several years. Later became assistant general manager in charge of manufacturing and sales, organization and purchases in manufacturing concern. Capable of handling large numbers of men.
Address P. W. 205.

PUBLICITY DIRECTOR—Creative writer and executive, age 25, who conducted three-year campaign for a Connecticut college, directed publicity for other

organizations and is now an editor and feature writer on a leading Sunday newspaper, seeks enlarged opportunity in publication work or as assistant to executive in Connecticut. Address P. W. 206.

PURCHASING AND SALES MANAGER—For last five years has been general manager of a manufacturing concern, supervising purchasing and sales.
Address P. W. 207.

ADVERTISING MANAGER—Age 42, married. Yale graduate. Advertising and editorial experience on trade publications, sales and advertising manager conducting direct mail campaigns. Address P. W. 208.

PUBLICITY MAN—Age 31, Married, Yale graduate with experience in sales and publicity work wishes position with Connecticut concern.
Address P. W. 209.

SALES EXECUTIVE—Age 38, married. Thirteen years' experience in textile and metal manufacturing concerns in production and sales work. Prefers new connection in sales division. Address P. W. 194.

SALES EXCHANGE

In this department members may list without charge any new or used equipment or supplies. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

FOR SALE

Steel and Zinc as follows:

- 8000 lbs. C. R. S. Strips, dead soft $3\frac{1}{4}"$ x .100 8' lengths.
- 20000 lbs. C. R. S. strips, $5\text{-}3/16$ x .010 coil, 16" I. D.
- 18000 lbs. #9 Sheet Zinc $34"$ x $84"$ Sheets.

Address S. E. 145.

Miscellaneous machinery as follows:

- 1—New Britain Machine Co.'s Floor Press #20.
- 1—New Britain Machine Co.'s Floor Press #2585.
- 1—Adams Bros.' Power Cutting Press.
- 1—Prentiss Shaper 12" Stroke, with Countershaft.
- 1—Juengst & Sons' Shaper 14" Stroke, no Countershaft.
- 1—Lodge & Davis Shaper 14" Stroke, with Countershaft.
- 1—Juengst & Sons' Shaper 16" Stroke, no Countershaft.
- 1—F. R. Chrurg Machine Co.'s shaper 12" Stroke, no Countershaft.
- 1—Diamond Machine Co.'s #4 Wet Grinder (Will take 14" Wheel).
- 1—W. B. Douglas C. I. Grind Stone Frame (Will take 22" Stone).
- 1—E. J. Manville #40 Bench Press.
- 1—Henry & Wright #931 Drill Press (Will Drill to center of 14" circle).
- 1—Stiles & Parker #11 Floor Press.
- 1—E. W. Bliss #11 Power Press.
- 1—#76 American Gas Forge.
- 2—Iron Blacksmith's Forges.

Miscellaneous Plating Tanks and Equipment. 1 motor generator to be used for plating dynamo, built by the Eager Electric Co., 6 volts, 4000 amperes, 600 R. P. M. the motor of which is a 40 H. P., 440 volt, 3 phase, 60 cycle, and which has never been used, is offered for sale. This machine is new and complete with exciter, motor

and generator, being on one heavy base, and can be purchased at a considerable saving.

Address S. E. 146.

- 1—G. E. Multipolar Generator, Type MP #21179, Class 6-60-280, Form F. Volts, no load, 118, full load, 123, Amps. 488, Speed 280, rated capacity 60 K. W.
- At present directly connected to an Atlas Slide Valve Engine 12 x 14; will sell entire outfit for \$150.00 as is.
- 1—G. E. Generator, 125 Volts D. C., Type MP #2965, Class 4, Form A, Amps. 280, R. P. M. 975, volts, no load, 117, full load, 125, with ways, rated capacity 35 K. W. Willing to sell for \$110.00.
- 1—Sprague Electric D. C. Generator Type 4 Poles, K. W. 17.25, R. P. M. 715, Amps. 150, Volts 115, #1014 L, with ways and motor pulley. Willing to sell for \$70.00.

Large list of small 110 volt D. C. Motors, that is, mostly $1\text{-}\frac{1}{4}$, $\frac{1}{2}$, to 1 H. P., and 550 volt D. C. Motors, largely 5 H. P. and up. List will be sent on request.

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lists

Lack of a suitable mailing list need not keep one from using direct mail advertising. We prepare the advertising and furnish the lists, from the original idea through to the post-office.

The Graphic Arts Company

Hartford, Connecticut

Graphic Arts Bldg. 172 High St.

ATTENTION PLEASE

This is what the Erie Tool Works write us:

"We sincerely appreciate your letter of February 15th . . . and all you have told us regarding the forwarding business has been very enlightening and, frankly, we have often wondered how it is possible for you to do so much detail work for so small a fee."

And they conclude by saying:

"As we have so often stated, the service you are giving us is very satisfactory, you have handled all our shipments very promptly and where we have made special requests, have gone out of your way to accommodate us and all of this is very much appreciated and will not be forgotten by us over night."

We have handled this account for years and they know what they're talking about.

JOHN H. FAUNCE, Inc.

Freight Contractors and Forwarders

CUSTOM HOUSE BROKERS

Public Ledger Bldg.
Philadelphia, Pa.

8-10 Bridge St.
New York City.

EASTERN *Safety* **ELEVATORS**

FOR ALL TYPES OF SERVICE
BACKED BY A REPUTATION BUILT
ON THIRTY YEARS OF GOOD WORK

Member of

The Manufacturers Association of Connecticut, Inc.

The Elevator Manufacturers Association of U. S. A.

The National Association of Manufacturers

The National Metal Trades Association

Connecticut Chamber of Commerce

THE EASTERN MACHINERY CO.

FACTORY AND MAIN OFFICE

250 ASHMUN ST., NEW HAVEN, CONN.

F. B. FARNSWORTH, *President and Treasurer*

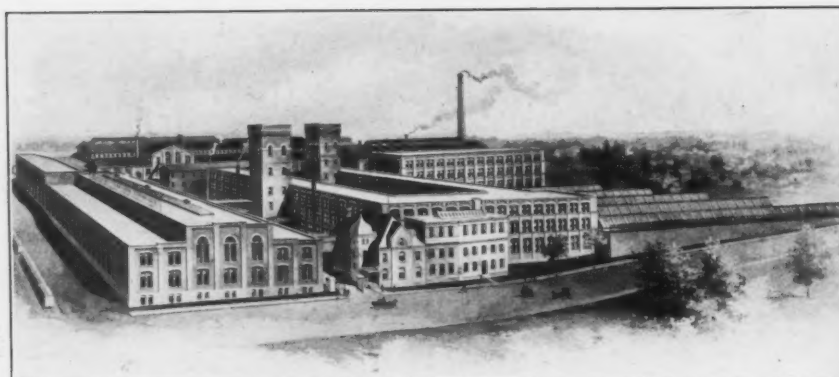
PAUL B. FARNSWORTH, *Secretary*

BRIDGEPORT
49 Cannon St

HARTFORD
183 Ann St.

Another Enthusiastic User

Number 14
of a
Series



Factories of The Hendey Machine Company where machine tools are made that exemplify the high ideals of the founder of the company.

PREMIUM SMOKELESS Winding Gulf New River Coal,
like **HENDEY** Tools, is given the last word in preparation.

Nature's
Purest
Deposit

&

A Product
of the
Ages

Our Winding Gulf coal is particularly free from impurities in the ground, but, in order to insure the highest possible quality, it is subjected to an air-drying and cleaning process besides running over picking tables, to reduce the amount of inherent moisture, ash and other impurities—thereby enhancing the effective steaming value of the coal.

Analysis

Moisture	1.02
Volatile	17.53
Carbon	77.41
Ash	4.04
Sulphur	.55
B. T. U. (As R)	15,078
B. T. U. (Dry)	15,233
Ash Fusion	3,000° Plus

*It is not the **FIRST COST** but the **FINAL COST** that counts.*

Our trucks are now serving concerns within a twenty-five mile radius of New Haven and they find it most economical to have coal delivered to boiler room or storage pile.

H. E. FRIEND & CO., INC.

MINE RUN
SMITHING

New Haven
177 Church Street
Telephone Colony 5440

LUMP
EGG
STOVE



PREMIUM SMOKELESS COAL

